

2013 CITY OF SAN JOSE – CAMP NEGOTIATIONS
TENTATIVE AGREEMENT

UNION PROPOSAL #10 – MANAGEMENT PERFORMANCE PROGRAM

Proposed Language:

(X) MANAGEMENT PERFORMANCE PROGRAM

Employees represented by CAMP, IFPTE Local 21 are covered under the Management Performance Program, Section 3.3.2 of the City Policy Manual. Employees are eligible for performance-based pay increases as outlined in the Management Performance Program, Section 3.3.2 of the City Policy Manual.

** This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

 5-17-13

Alex Gurza
Deputy City Manager

Date

FOR THE UNION:

 5/17/13

Date

CAMP, IFPTE, Local 21

 5/17/13

Mike Seville
Business Agent
IFPTE, Local 21

Date